

Executive Registry

77-6203/6

4 MAR 1977

MEMORANDUM FOR: Acting Director of Central Intelligence

FROM : Sayre Stevens  
Deputy Director for Intelligence

SUBJECT : Revision in Trial Period

REFERENCE : Memorandum from D/Pers to ADCI, dtd 15 Feb 77,  
same subject

1. I concur with the Director of Personnel's opinion that the one year trial period is too short. Since his proposal allows for appeal after the first year, I question, however, whether this would truly be extending the probationary period beyond one year. It occurs to me that the pressures to make a decision during the first year will be unchanged--as will the reluctance of supervisors to face up to separating employees after the first year. Thus, I believe it will negate the value of extending the probationary period if we provide for an appeal procedure.

2. Instead, I would favor a two-year probationary period on the basis that it would provide a reasonable time to evaluate the performance of a new employee but would not be so long that we would be unfair to the employee.

3. I recommend that the authority for separation within the two years be delegated to the Director of Personnel without the appeal procedure but with adequate justification as suggested in referenced memorandum.

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Sayre Stevens

MEMORANDUM FOR: Director of Personnel

Please see Mr. Knoche's note, attached.  
The Comptroller advises me that you are  
coordinating this subject.

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A/DDCI

Date 8 Mar 77

FORM 5-75 101 USE PREVIOUS EDITIONS

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM  
 UNCLASSIFIED CONFIDENTIAL SECRET

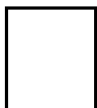
# OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	Acting DCI <i>Mr. Knapp</i>		
2	<i>3/7</i>		
3			
4			
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

## Remarks:

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*What is the context of this? I believe it relates to an EAG matter. If so, Comptroller should receive. What do other DD's say?*

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.

Deputy Director for Intelligence  
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